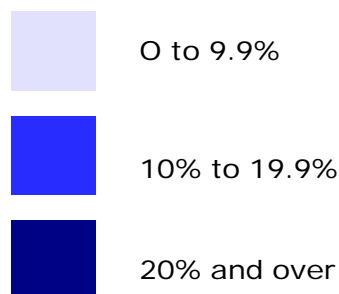
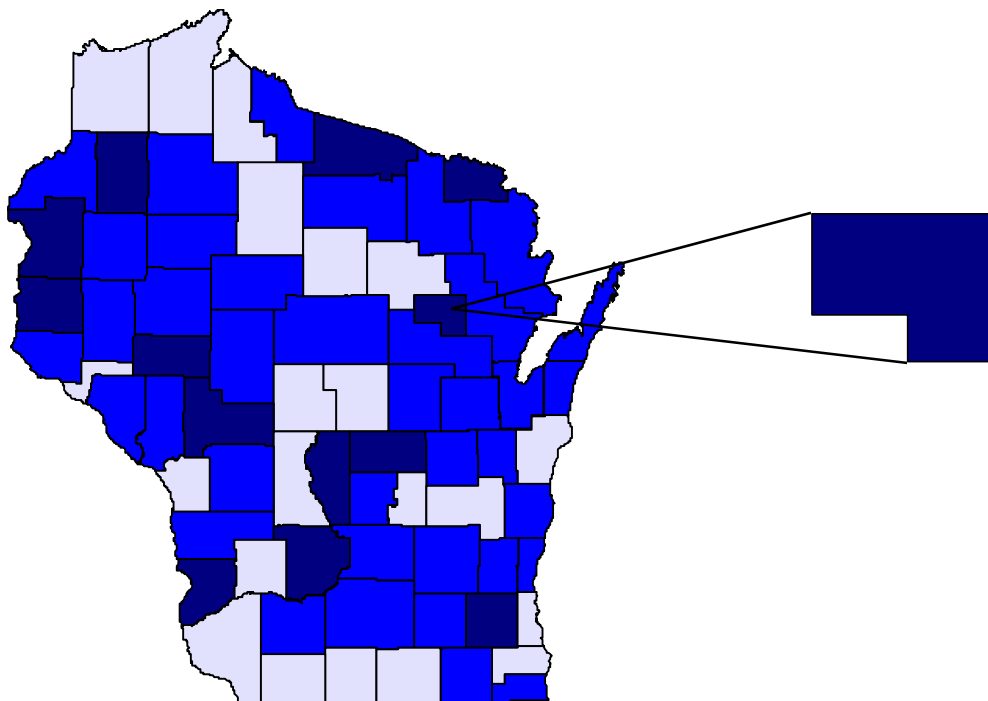


Menominee County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Menominee County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

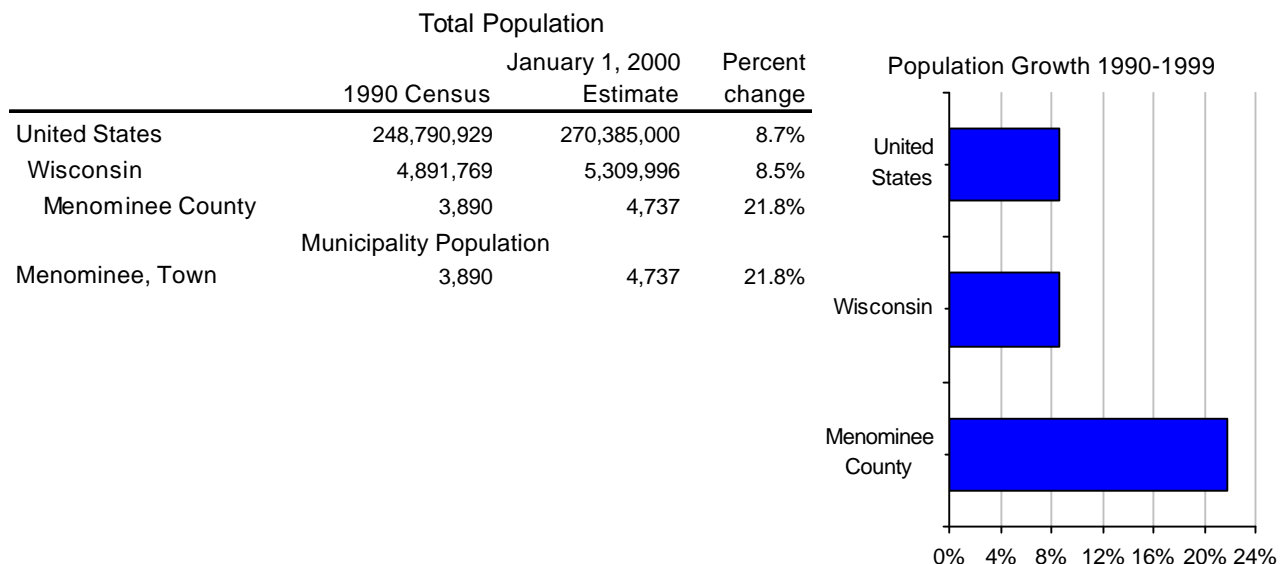
For more detailed information or clarification, please contact your local labor market analyst,
Dick Seidemann, by telephone (920-208-5809) or email (seider@dwd.state.wi.us).

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Menominee County Population and Civilian Labor Force

Between 1990 and January 2000 the Menominee County population grew 21.8 percent. The rate of increase was nearly two and one half times the growth rate of either the State of Wisconsin and the United States. The county had the highest growth rate in the state.

The county's population was up 600 from 1990 to 4,737. The growth was a combination of natural increase and in-migration. The increase in net migration reversed a pattern that through 1998, more individuals moving out of the county than in. Between 1990 and 2000, there was an increase in population of 247 due to in migration. The remaining 600 increase in the population came from natural increase (births minus deaths). Note that the population of the Town of Menominee is the same as the county population and is the only municipality in the county.



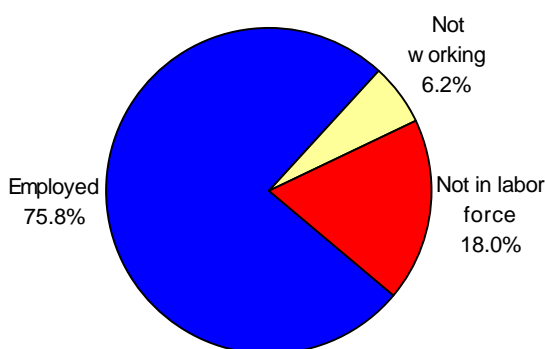
* Menominee County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The labor force is the sum of employed and unemployed persons who are 16 years old and older. (People who are not working includes people who are unemployed and people who are not in the labor force. Examples of people who are not working but who are not unemployed are retirees or people who choose not to work.)

Since 1990 Menominee County's labor force has nearly doubled. Over 1,300 workers entered the labor force, nearly 700 more than the population increased. The difference between labor force growth and the total population growth indicates changes in the composition of the population and the area's economy. Employment opportunities have increased dramatically over the last ten years providing additional employment opportunities requiring more workers to fill these positions. This has compelled individuals that previously had not been in the labor force to re-enter it.

1999 Labor Force Participation



The term used to describe the relationship between the labor force and population is the participation rate. The participation rate for Menominee County is higher than that of the State of Wisconsin, and the United States. Menominee County's labor force participation rate is 82.0 percent. The United State's participation rate is 67.1 percent, while the state's rate is 72.3 percent. The participation rate for Menominee County has increased from 47.8 percent in 1990. The increase in the rate coincides with employment opportunities made available through the casino and other facilities operated by the tribe.

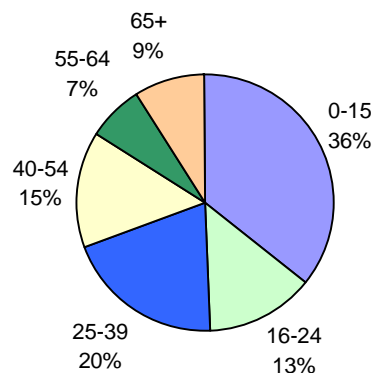
Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

The 25 to 39 and the 55 to 64 age groups, grew at a slower rate than the population. The 40 to 54 year group had the largest numerical and percent increase and includes the bulk of the "baby boomers" aging in the labor force. Healthy growth rates in the younger

16 to 24 year group will provide entry level workers for new and expanding businesses. The group in the 25 to 39 bracket is generally the group that has obtained skills and expertise in their careers and step in to replace retiring workers. Overall, the estimated population indicates that the county has enough individuals in the younger age groups to replace the population that will be retiring over the next ten years and allow for business expansion, provided they do not leave the county for other opportunities when they enter the labor force.

Menominee County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	1,467	1,696	15.6%
16-24	516	633	22.7%
25-39	795	943	18.7%
40-54	480	708	47.3%
55-64	307	342	11.2%
65+	324	415	28.0%



Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau

Menominee County Civilian Labor Force Data

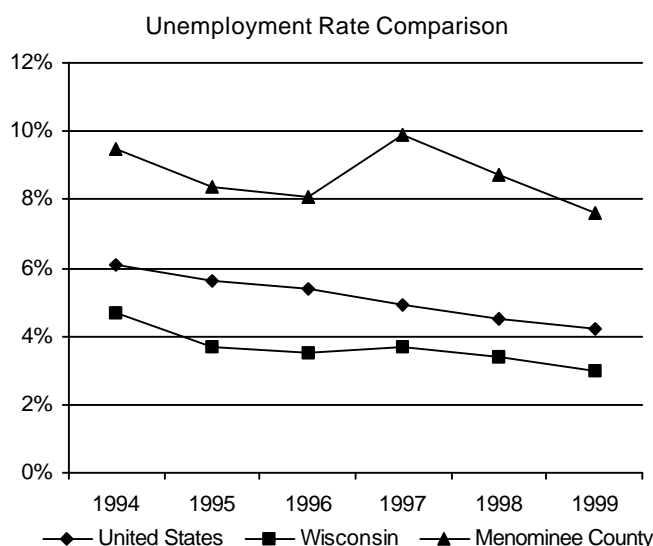
	1994	1995	1996	1997	1998	1999
Labor Force	2,000	2,000	2,200	2,400	2,500	2,500
Employed	1,800	1,900	2,000	2,100	2,300	2,300
Unemployed	190	170	180	240	220	190
Unemployment Rate	9.5%	8.4%	8.1%	9.9%	8.7%	7.6%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

During the last five years, the county's unemployment rate has consistently remained above both the state's and nation's unemployment rates. This in spite that the number of county residents claiming to be employed during that period has increased by 550. The increase in employment opportunities has led individuals not previously in the labor force to enter it. During that time, the county's labor force has increased by the same number. This has had the effect of lowering the percent of unemployed somewhat, but the actual number of workers has actually remained fairly constant.

The increase in the number employed has been largely due to opportunities within the county. Nearly 600 jobs have been added in the county during the last five years. Nonfarm wage and salary jobs in Menominee County increased 1,681 in 1994 to 2,268 in 1999, an increase of 34.9 percent. Not all of these jobs are full time, and in many cases workers may hold more than one job.

There is some disparity between the number of jobs



and the number of workers in the county. This occurs as not all residents work within the county, but commute to surrounding counties.

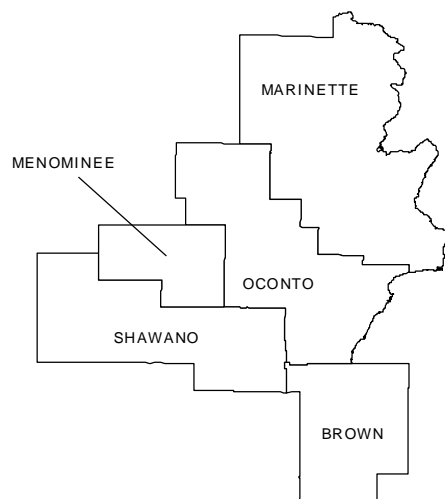
Menominee County Commuting Patterns

Based on the 1990 census, Menominee County had a net gain in the exchange of workers leaving and entering the county each day for employment. While updated data from the 2000 census will not be available until sometime next year. There are indications that current commuting patterns will continue that trend but with more workers coming into the county for employment opportunities in the hotel and casino operations.

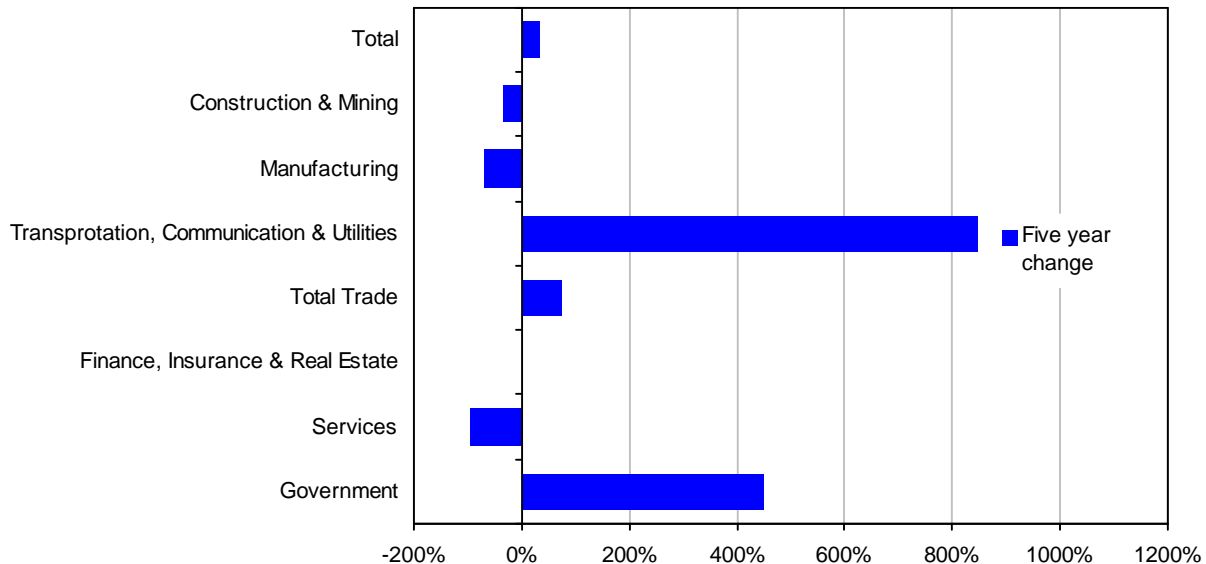
The number of workers that commute out of the county will probably continue to be less than the number of inbound commuters. However, employment opportunities and wages in other counties affects will affect a portion of Menominee County residents that are in the labor force.

In 1990 nearly half of the outbound workers traveled to neighboring Shawano County. Shawano County was also the largest source of in-bound workers to Menominee County making up nearly two thirds of the inbound commuters.

Nearly 60 percent of the commuters in and out of Menominee County travel on state highway 55 between Shawano, the largest municipality in Shawano County, and Keshena, the location of the Menominee Tribe's Casino.



Menominee County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change	
							1 year	5 year
Total	1,681	1,760	1,882	2,028	2,216	2,268	2.4%	34.9%
Goods Producing	330	39	56	68	151	111	-26.2%	-66.3%
Construction & Mining	42	37	47	49	24	29	21.7%	-31.3%
Manufacturing	288	2	9	20	127	83	-35.1%	-71.4%
Durable	286	0	0	0	113	83	-26.7%	-71.2%
Nondurable	2	2	9	20	15	0	-100.0%	-100.0%
Service Producing	1,351	1,721	1,827	1,960	2,065	2,157	4.5%	59.6%
Transportation, Communications & Utilities	6	3	7	26	69	73	6.4%	1121.4%
Total Trade	38	28	38	52	60	67	11.4%	75.2%
Wholesale	1	0	0	0	1	0	-57.7%	-60.7%
Retail	38	28	38	51	60	67	12.0%	77.3%
Finance, Insurance, and Real Estate	0	0	0	8	8	8	-3.2%	#DIV/0!
Services & Misc.	952	10	22	41	60	55	-9.3%	-94.3%
Total Government	355	1,680	1,760	1,833	1,867	1,954	4.6%	450.6%

Source: WIDWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Nonfarm wage and salary employment measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs within the county without consideration of where the job-holder lives or if the job holder has multiple jobs. This information is often referred to as "place of work" data.

Based on the 1990 census Menominee county had a larger number of workers commuting into the county to their jobs. Even though the county has more workers coming into the county than leaving, the county still has a high unemployment rate and has a ready labor pool for economic development.

The largest employer is the Menominee Nation. They operate the casino in Keshena, which is one of the largest employers in the county, as well as numerous government agencies. It should be noted that the numbers in the table are distorted due to a change in classification of establishments by the federal government. As of 1995 all industries owned by Native American Tribes were reclassified as government. Prior to that they were classified based on the type of business operation. This is why there was a significant change in manufacturing, where a lumber operation owned by the Menominee Tribe was reclassified as government. The same situation occurred in the service sector, which includes the casino operations as 900 jobs in the hotel casino business were not longer classified as services and miscellaneous employment but counted as government employment.

Menominee County's Largest Industries and Employers

Top 10 Industry Groups

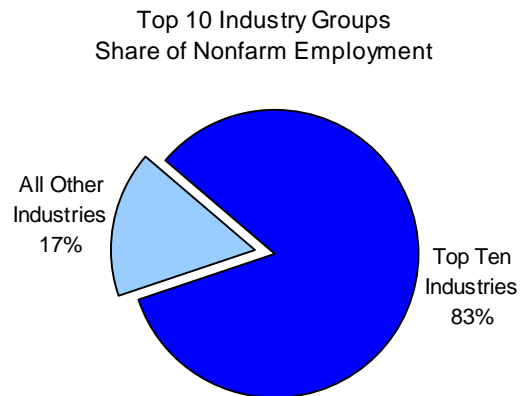
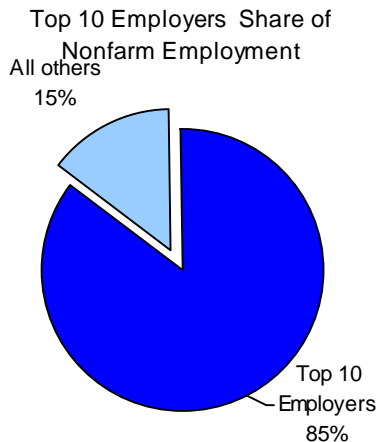
Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Amusement & Recreation Services	*	*	*	*
Educational Services	3	308	1	7
Lumber And Wood Products	*	*	*	*
Membership Organizations	*	*	*	*
Social Services	*	*	*	*
Health Services	*	*	*	*
Executive, Legislative, And General	*	*	*	*
Business Services	*	*	*	*
Real Estate	*	*	*	*
Food Stores	3	37	*	*

*data suppressed to maintain confidentiality

Top 10 Employers

Company	Product or Service	Size
Menominee Indian Tribe	Health Services	500-999
Menominee Casino Bingo Hotel	Entertainment/Lodging	500-999
Menominee Enterprises Tribal	Sawmill	250-499
Menominee Indian School District	Tribal Education	100-249
County Of Menominee	Government Services	50-99
Town Of Menominee Menominee County	Government Services	20-49
Tom Thumb Food Markets Inc	Retail Sales	20-49
Delabreau Otto Ltd	Retail Sales	10-19
U.S. Department Of Commerce	Federal Government Census Bureau	10-19
Jcap Construction Inc	Constructin	10-19

Source: WIDWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LM I benchmark 2000.



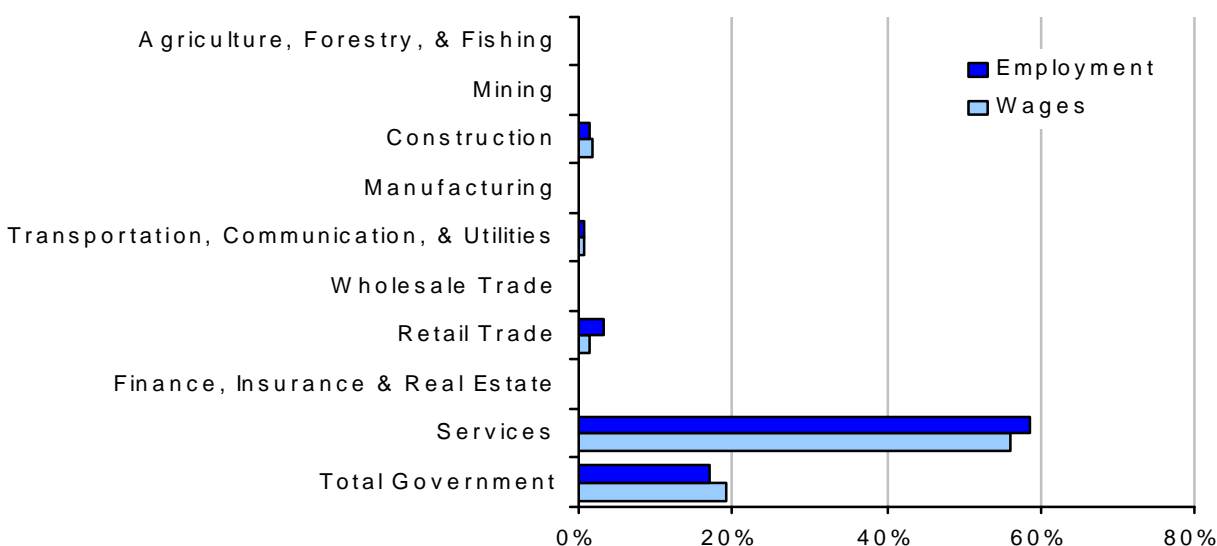
There were 92 employers in Menominee County including 11 government units during 1999. The ten largest private employers make up one ninth of the employers in the county, however, provide 85 percent of the employment in the county. Only one of the largest employers in the county was in the manufacturing sector. Of note is the ninth largest employer in the county, this was the U. S. Department of Commerce Census Bureau. This was a special project of the Census Bureau to develop a way to improve participation of Native Americans in the 2000 census.

The amusement and recreational services industry division has the largest number of workers in Menominee County. The jobs are primarily centered around the gaming business. Because of restrictions in publishing data for industries with less than three employers, or where one employer represents more than 80 percent of the employment in the industry division, much of the data is suppressed for Menominee County.

Menominee County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	5 year ago wage	Last year's wage	Percent change 1 year	5 year	Number of Workers
All Industries	\$22,273	\$29,609	75.2%	\$18,533	\$20,780	7.2%	20.2%	2,129
Agriculture, Forestry, & Fishing	*	\$21,499	*	*	*	*	*	*
Mining	*	\$39,968	*	*	*	*	*	*
Construction	\$26,933	\$36,772	73.2%	\$19,866	\$25,472	5.7%	35.6%	32
Manufacturing	*	\$37,773	*	\$20,119	*	*	*	*
Transportation, Communications, & Utilities	\$28,150	\$34,523	81.5%	\$27,059	\$26,186	7.5%	4.0%	15
Wholesale Trade	*	\$38,048	*	\$23,539	*	*	*	*
Retail Trade	\$9,436	\$15,066	62.6%	\$7,827	\$7,880	19.7%	20.6%	67
Finance, Insurance, & Real estate	*	\$37,911	*	*	*	*	*	*
Services	\$21,363	\$26,041	82.0%	\$17,286	\$19,994	6.8%	23.6%	1,249
Total Government	\$25,264	\$32,017	78.9%	\$21,343	\$23,991	5.3%	18.4%	363

Total Employment and Wage Distribution by Industry Division



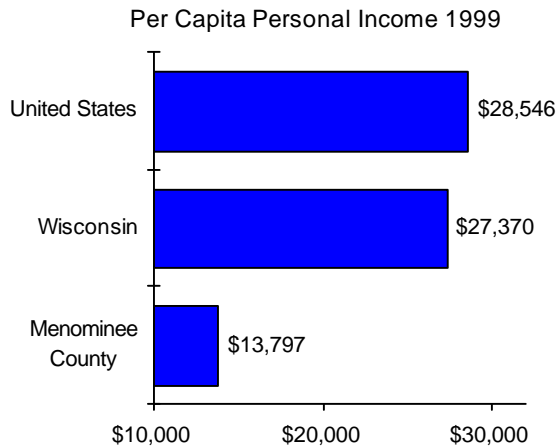
Source: WIDWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211*.

Unlike the data presented on page five, this data does not place operations of Native American Tribes under government, but places them into the standard industrial classification (SIC) based on the activity of the business. Thus the data on the two pages are not compatible. Also this data only includes employers that are covered by the state's unemployment insurance laws. The data on page five includes all nonfarm employment regardless of being covered by unemployment insurance, so the numbers will differ in that manner also. Data in industry sectors with less than three employers or where one employer has more than 80 percent of the employment in that classification has been suppressed.

The industry with the largest disparity between average annual wages and the statewide average is retail trade. Retail trade in Menominee County makes up only 3.1 percent of employment. This occurs due to the size of the retail operations in the area, which are smaller than the state average and are more seasonal than the state. A factor influencing annual wages is the number of hours workers put in per year. Average weekly hours and seasonal patterns affect the average annual wage of an area.

The services sector which is dominated by the casino operations in the county, makes up 58.7 percent of employment in the county, and provides 56.3 percent of the wages. Government employment is the second largest employer in the county with 17.1 percent of employment and 19.3 percent of total wages.

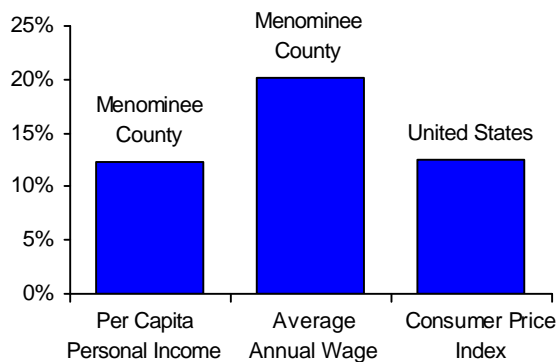
Menominee County Wage and Income Data



The per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent), and transfer payments (social security, insurance, welfare) divided by total population.

Menominee County's per capita income ranked 72nd out of Wisconsin's 72 counties in 1999. Per capita income can be influenced by the number of wage earners, average family size, and the median age of the residents as it includes all sources of income, such as rent receipts, interest earned, and self employment. Per capita income is often a factor in determining eligibility for state and federal grants which can influence the type of services and housing available within a county.

Comparison of Selected Data: 1994 - 1999



Over the past five years, Menominee County per capita income has increased by 12.4 percent, while wages earned in Menominee County increased by 20.2 percent. The difference is in part due to what each measures. Wages is a measure of total wages paid by employers in the county, regardless of where the workers lives, divided by the total (average) number of workers employed during the year. It does not measure average hourly wages and is affected by the availability of hours.

Per Capita Personal Income

							Percent Change	
	1994	1995	1996	1997	1998	1999	1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Menominee County	\$12,279	\$12,149	\$12,135	\$12,755	\$13,078	\$13,797	5.5%	12.4%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data

	Mean	Median
Cashiers	\$ 14.48	\$ 13.58
Computer Programmers	\$ 9.41	\$ 9.59
Extruding/Forming Mach Oprs	\$ 9.71	\$ 9.45
General Office Clerks	\$ 6.62	\$ 6.24
Hand Packers & Packagers	\$ 8.93	\$ 8.37
Home Health Aides	\$ 24.10	\$ 22.87
Janitors and Cleaners	\$ 8.10	\$ 7.61
Machinist	\$ 7.90	\$ 7.75
Machine feeder/offbearer	\$ 12.08	\$ 11.43
Nurse aide	\$ 7.88	\$ 7.74
Paper Goods Machine Setters	\$ 10.14	\$ 9.98
Printing Press Machine Oprs.	\$ 10.81	\$ 10.13
Registered Nurses	\$ 9.16	\$ 8.22
Salesperson, retail	\$ 14.62	\$ 14.76
Truck Drivers/Heavy or TractorTrailer	\$ 9.76	\$ 9.60

Source: DWD, BWI, 1999 OES wage survey for the Green Bay MSA

The wages for the selected occupations in this table were reported by employers in the Green Bay metropolitan statistical area (MSA) who responded to the Occupational Employment Statistics (OES) survey. Employers from all Wisconsin counties participated in the survey but published data was limited to MSAs.

Because occupational wages are not available by county, the attached table lists wages for common occupations from the Green Bay MSA as it is the closest available wage information for Menominee County. Wage data on additional occupations are available at our website: <http://www.dwd.state.wi.us/lmi>.

The mean wage is the sum of all wages divided by the number of wage earners; this is often referred to as an "average". The median wage is the midpoint of all wages; there are exactly the same number of wage earners above and below this wage.